

ABSTRAK

PT. X adalah perusahaan yang bergerak dibidang pembuatan panel listrik, kontraktor *Electrical* dan *Instrument*, serta konsultan Elektrikal *Design* dan *Engineer*. Tujuan dari penelitian ini adalah untuk menganalisis pengaruh *perceived organizational support*, kepuasan kerja, *organizational citizenship behavior*, komitmen organisasi dan iklim organisasi secara *partial* dan simultan terhadap kinerja karyawan pada PT.X. Metode analisis yang digunakan bersifat asosiatif. Data dikumpulkan melalui wawancara dan penyebaran kuesioner kepada responden dengan menggunakan *time horizon cross sectional*. Setelah data dikumpulkan, data diolah dengan analisis regresi sederhana dan berganda. Hasil dari penelitian menunjukkan bahwa seluruh variabel bebas, yaitu *Perceived Organizational Support*, Kepuasan Kerja, *Organizational Citizenship Behavior*, Komitmen Organisasi, dan Iklim Organisasi memiliki pengaruh yang signifikan secara *partial* dan simultan terhadap Kinerja Karyawan pada PT.X. Beberapa saran yang akan diajukan kepada perusahaan adalah mengadakan program pelatihan kepada karyawan, mengembangkan job enlargement dan job enrichment, menyediakan lingkungan dan kondisi kerja yang nyaman, melakukan *monitoring* serta membangun komunikasi dua arah antara karyawan dan atasan.

Key words: *Perceived Organizational Support*, Kepuasan Kerja, *Organizational Citizenship Behavior*, Komitmen Organisasi, Iklim Organisasi, Kinerja Karyawan.

ABSTRACT

PT. X is a company engaged in manufacturing of electrical panels, contractors Electrical and Instrument, as well as consultants Electrical Design and Engineer. The purpose of this study is to analyze the influence perceived organizational support, job satisfaction, organizational citizenship behavior, organizational commitment and organizational climate both partial and simultaneous to employee performance on PT.X. The analytical method used is associative. Data were collected through interviews and questionnaires to the respondents by using cross sectional time horizon. Once the data is collected, the data is processed by simple and multiple regression analysis. Results of the study showed that all independent variables, namely Perceived Organizational Support,

Job Satisfaction, Organizational Citizenship Behavior, Organizational Commitment, and Organizational Climate has a significant effect either partial and simultaneously on Employee Performance in PT.X. Some suggestions will be submitted to the company is to held a training program to employees, to develop job enlargement and job enrichment, provide comfortable working conditions and environment, monitoring and establishing two-way communication between employees and employers.

Key words: *Perceived Organizational Support, Job Satisfaction, Organizational Citizenship Behavior, Organizational Commitment, Organizational Climate, Employee Performance.*